



DATE: 01-29-2014

PROPOSALS:

IAFF submits the instant proposal for article 2.14 EDUCATION INCENTIVE PAY.

CURRENT LANGUAGE:

2.14 EDUCATION INCENTIVE PAY

I. Employees represented by Local 2180 shall be entitled to education incentive pay as detailed below:

- A. Upon verification that a represented employee has completed course work for and received an Associates degree, or completes 30 units of fire science courses or any administrative or technical (i.e. computer, writing) courses in support of the fire service and has five (5) years experience, the employee shall receive \$200 per month in education incentive pay.
- B. Upon verification that a represented employee has completed course work for and received a Bachelors degree, or completes 30 units of fire science courses or any administrative or technical (i.e. computer, writing) courses in support of the fire service and has ten (10) years experience, the employee shall receive \$300 per month in education incentive pay.
- C. Upon verification that a represented employee has completed course work for and received a Master degree, the employee shall receive \$400 per month in education incentive pay.
- D. The amount of educational incentive pay will not be cumulative.

CONCERN:

IAFF Local 2180 members should be fairly compensated for additional education that is willingly obtained outside of their employment.

PROPOSAL:

2.14 ~~EDUCATION~~ INCENTIVE PAY

A. EDUCATION

Employees represented by Local 2180 shall be entitled to education incentive pay as detailed below:

- I. Upon verification that a represented employee has: ~~completed course work for and received an Associates degree, or~~
 - A. Completed course work for and received an Associates degree, or
 - B. Completes 30 units of fire science courses or any administrative or technical (i.e. computer, writing) courses in support of the fire service and has five (5) years experience, or
 - C. Completed FFI and FFII per State Fire Training, or
 - D. Completed Fire Prevention Officer and Fire Investigator I per State Fire Training.

The employee shall receive \$200 per month in education incentive pay.

- II. Upon verification that a represented employee has:
 - A. Completed course work for and received a Bachelor's degree, or
 - B. Completed 30 unites of fire science courses or any administrative or technical (i.e. computer, writing) courses in support of the fire service and has ten (10) years experience, or
 - C. Completed Fire Officer per State Fire Training, or
 - D. Completed Fire Protection Specialist and Fire Investigator II per State Fire Training.

The employee shall receive \$300 per month in education incentive pay.

- III. Upon verification that a represented employee has:
 - A. Completed course work for and received a Master's degree, or
 - B. Completed Chief Fire Officer per State Fire Training, or
 - C. Completed Plans Examiner per State Fire Training, or
 - D. Completed Center for Public Safety Excellence Accreditation

The employee shall receive \$400 per month in education incentive pay.

The amount of education incentive pay will not be cumulative.

B. WELLNESS PROGRAM

Represented employees shall receive \$50 per pay period if the employee meets the minimum standard requirements set forth by the Wellness Physician / Exercise Specialist as per IAFC/IAFF Fire Service Joint Labor Management Wellness Fitness Initiative.

C. Specialty Pay

- I. Fire Investigator Premium Pay – Active members of the Fire Investigation Unit shall be compensated at a rate of 8% of their base pay and shall be PERSable for the purpose of calculating pension benefits. This Fire Investigations Specialty pay shall be paid in addition to the negotiated Fire Investigations Stand-by pay and consequent over-time as a result of any callbacks.
- ~~II. Canine Officer / Animal Premium Pay – The Canine handler will be paid at a rate of 13% of their base pay when the handler is assigned a canine and shall be PERSable for the purpose of calculating pension benefits. This Canine Handler Specialty pay shall be paid in addition to the negotiated Fire Investigations Stand-by pay and consequent over-time as a result of any callbacks.~~ **Part of a current tentative agreement.**
- III. Safety Officer Training / Coordinator Premium / Training Premium – Represented employees who are routinely and consistently assigned to train employees, who are routinely and consistently assigned to instruct personnel in safety procedures, and maintain current instructor certifications (i.e. State Fire Training, FEMA, etc.) from a local, county, state, or federal organization will be paid 2%.

RESULTS:

IAFF Local 2180 members are fairly compensated for advanced education. Members are also incentivized to continuously further their education. This improves the safety, effectiveness, and efficiency of both the employee and the Department as a whole.